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LANC. COUNTY CLERK

CONTRACT ADDENDUM

This Contract Addendum is entered into on the _____ day of _____,

_____, 2005, by and between the County of Lancaster, Lancaster County, Nebraska ("County") and the Lancaster County Deputy Sheriffs' Association, Fraternal Order of Police, Lodge 29 ("F.O.P. 29") for the purpose of amending the Collective Bargaining Agreement between the County and F.O.P. 29 for the period of August 18, 2005 through September 1, 2008 ("Contract").

The parties hereto agree that the current Collective Bargaining Agreement shall be amended through the adoption of this Addendum by adding a new Article 30, entitled Temporary Retirement Buyout, with the following terms and conditions:

ARTICLE 30**TEMPORARY RETIREMENT BUYOUT**

Section 1. ESTABLISHMENT. The parties hereby agree to establish a retirement buyout program effective for eligible employees in Lancaster County Deputy Sheriffs' Association, Fraternal Order of Police, Lodge 29 ("F.O.P. 29") bargaining unit.

Section 2. ELIGIBILITY. Any employee in the F.O.P. 29 bargaining unit who meets, or who has met the requirements for retirement from The County of Lancaster (i.e. age 55 with 10 years of service; or regular retirement age of 60 regardless of the number of years of service) during the time in which this program is in effect; and who retires effective at any time between March 1, 2006, and August 30, 2008, are eligible to participate in the temporary retirement buyout program.

Section 3. PROCEDURE TO PARTICIPATE. To participate in the temporary retirement buyout program, an eligible employee must submit a written request to participate in the program to the Lancaster County Sheriff. The Lancaster County Sheriff will then forward the request to the Personnel Director. The written request shall set forth the eligible employee's anticipated effective date of retirement. The eligible employee's effective

date of retirement shall be at least ninety (90) days after the date the employee submitted their written request to the Lancaster County Sheriff, and the eligible employee's date of retirement shall be effective between March 1, 2006, and August 30, 2008 at 12:00 a.m. (midnight). If an eligible employee's anticipated effective date of retirement is August 30, 2008, the employee shall submit the written request to the Lancaster County Sheriff no later than June 1, 2008.

Upon the Personnel Director's receipt of the eligible employee's written request from the Lancaster County Sheriff, the Personnel Director will provide the eligible employee with a Temporary Retirement Buyout Program Application and Agreement. After receiving the Temporary Retirement Buyout Program Application and Agreement the eligible employee will be required to wait forty five (45) days before executing and submitting the Temporary Retirement Buyout Program Application and Agreement. The waiting period is to allow the eligible employee time to review the Temporary Retirement Buyout Program Application and Agreement, to consider the ramifications of participation in the Program, and to consult their legal counsel. Any eligible employee requesting to participate in the temporary retirement buyout program must execute and submit the Temporary Retirement Buyout Program Application and Agreement, in the form attached hereto as Appendix D. Eligible employees are advised to consult with an attorney prior to executing the Temporary Retirement Buyout Program Application and Agreement.

Section 4. CONSIDERATION. In consideration of an eligible employee's participation in the temporary retirement buyout program, the County shall contribute to the eligible employee's Post Employment Health Plan (PEHP) premium account:

(a) Fifteen Thousand Dollars (\$15,000.00), plus

(b) An amount equal to one hundred percent (100%) of the employee's unused accumulated sick leave balance at the time of retirement.

(c) The above consideration shall be in addition to that which the Eligible Employee otherwise is or may be entitled under any other provision of this Contract, or federal, state, or local law.


Section 5. DURATION. The temporary retirement buyout program established by this Contract Addendum shall be effective from March 1, 2006 through August 30, 2008 at 12:00 a.m. (midnight). Any eligible employee desiring to participate in this program must submit a written request in accordance with the provisions herein; must execute and submit the Temporary Retirement Buyout Program Application and Agreement in accordance with the provisions herein; must retire effective at least ninety (90) days after the date the eligible employee submitted their written request to the Lancaster County Sheriff in accordance with the provisions herein, and; must retire effective between

March 1, 2006, and August 30, 2008 at 12:00 a.m. (midnight). Subsequent to August 30, 2008, this Article 30 of the Contract established by this Contract Addendum by its terms and the program established by this Contract Addendum hereby shall be no longer valid.

IN WITNESS WHEREOF, the parties hereto have set their hands this 13th day of December, 2005.

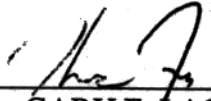
LANCASTER COUNTY DEPUTY
SHERIFF'S ASSOCIATION
FOP. LODGE 29

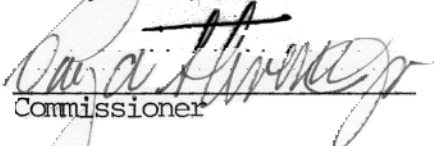
COUNTY OF LANCASTER,
NEBRASKA


BY: 
JIM BAIRD 10/6/05
President, FOP, Lodge 29

BY: 
Deb Schorr, Vice Chair
County Board, Chair

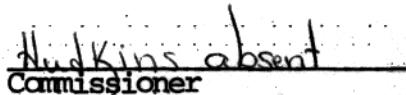
APPROVED AS TO FORM THIS
8 day of December, 2005.


for GARY E. LACEY
Lancaster County Attorney


Commissioner


Commissioner


Commissioner


Hudkins absent
Commissioner

COUNTY OF LANCASTER, LANCASTER COUNTY, NEBRASKA
TEMPORARY RETIREMENT BUYOUT PROGRAM

APPLICATION AND AGREEMENT

(NOTE: THIS APPLICATION AND AGREEMENT MUST BE SUBMITTED TO THE OFFICE OF THE PERSONNEL DIRECTOR AFTER MARCH 1, 2006, BUT NO LATER THAN 12:00 A.M. (MIDNIGHT), AUGUST 30, 2008).

This Temporary Retirement Buyout Program Application and Agreement is offered and made this _____ day of _____, 2006, between the County of Lancaster, Nebraska ("County"), and _____ ("Eligible Employee"), whose address is _____, in _____, Nebraska.

WHEREAS, the County and Lancaster County Deputy Sheriffs' Association, Fraternal Order of Police, Lodge 29 ("F.O.P. 29") have established a Temporary Retirement Buyout Program ("Program") as an Addendum to the Collective Bargaining Agreement between the parties to be offered until August 30, 2008, for the purpose of encouraging eligible employees who are considering an early leave decision to accelerate their retirement plans; and

WHEREAS, the Eligible Employee is desirous of voluntarily participating in the Program sponsored by the County in the voluntary termination of the Eligible Employee's employment; and

WHEREAS, the Eligible Employee meets all the criteria for participation in the Program set forth in the Contract Addendum, Article 30, adopted by the County and F.O.P. 29 on December 13, 2005; and

WHEREAS, the Eligible Employee acknowledges that the Eligible Employee has been given a minimum of forty-five (45) days to consider the ramifications of participation in the Program and acknowledges that the Eligible Employee's participation in the Program is voluntary and that the Eligible Employee was not coerced in any manner to participate in the Program sponsored by the County.

NOW, THEREFORE, in consideration of the mutual covenants, conditions, and

stipulations set forth in this Application and Agreement, the Eligible Employee and the County do hereby agree as follows:

Eligible Employee Qualifications (check appropriate box):

- A. ☐ Age 55 and 10 years of service;
- B. ☐ Age 60; or
- C. ☐ Will meet the above eligibility qualifications prior to 12:00 a.m.

(midnight), August 30, 2008.

2. Resignation: The Eligible Employee, by signing this Application and Agreement, hereby voluntarily, unconditionally, and irrevocably resigns from the Eligible Employee's employment position, relinquishes the Eligible Employee's actual and existent employment rights, if any, and resigns from all other relations with the County effective the day of _____, 20____, and further hereby waives any and all notice of action by the County to accept the resignation and to terminate the Eligible Employee's continuing employment with the County and waives any and all rights the Eligible Employee may have under Nebraska law, the Lancaster County Personnel Rules, the Lancaster County Sheriff's Office Merit System Rules, or other laws as they now exist or as they may be amended in the future relating to continued employment or rights of recall. The County by approving and signing this Application and Agreement, hereby unconditionally and irrevocably accepts the Eligible Employee's resignation ending all employment relations between the County and the Eligible Employee, effective on the ____ day of _____, 20____. The Eligible Employee authorizes the County to approve and accept this Application and Agreement immediately upon its presentation to the County by the Eligible Employee.

3. Material Inducement/Early Retirement Benefits: As a material inducement to the Eligible Employee to enter into this Application and Agreement, the County agrees to contribute to Eligible Employee's Post Employment Health Plan (PEHP) premium account:

- A. Fifteen Thousand Dollars (\$15,000.00), plus
- B. An amount equal to one hundred percent (100%) of the Eligible Employee's unused accumulated sick leave balance at the time of retirement.

4. Consideration, Waiver, and Release of Claims: By entering into this

Agreement, the Eligible Employee hereby releases, waives, acquits, and forever discharges: the County; all past, present, and future members of the Lancaster County Board of Commissioners in their official and individual capacities; any past, present, and future Lancaster County Sheriff in his official and individual capacities; any past present, and future elected Lancaster County Official, any department head or director, and all other officers, agents, and employees of the County in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys fees or attorneys fees under 42 U.S.C. §1988 or the like, which Eligible Employee may now have with respect to or arising out of or in relation to the Eligible Employee's employment with the County, including, but not limited to claims or rights under the Age Discrimination in Employment Act (ADEA) and the Older Worker's Benefit Protection Act (OWBPA), 29 U.S.C. §§621 - 634, the Nebraska Act Prohibiting Unjust Discrimination in Employment on the Basis of Age, Neb. Rev. Stat. §48-1001 et seq., Title IX, Title VII of the Civil Rights Act of 1964, as amended, the Civil Rights Acts of 1866 and 1871, as amended from time to time, 42 U.S.C. §1981 through and including 42 U.S.C. §1988, the Americans With Disabilities Act, §504 of the Rehabilitation Act, the Family Medical Leave Act of 1993; all claims and rights relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status, or national origin before the EEOC, NEOC, or any other state or federal agency or department, or any state or federal court; all claims under any state or federal constitution, law, rule, or regulation; all claims or rights relating to libel, slander, breach of confidentiality or privacy; and all claims or rights of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Eligible Employee's employment with the County or the Eligible Employee's resignation from such employment; provided, however, that this release and waiver does not apply to any rights which, by law, cannot be waived; to any claims which arise after the date of the execution of this Application and Agreement; or to any claims for breach of this Application and Agreement. The Eligible Employee further covenants not to sue and hereby agrees not to institute any proceedings against the County or any other persons named herein in their official or individual capacities based on any matter relating to the Eligible Employee's employment with the County or the Eligible Employee's resignation.

The material inducement/early retirement benefits outlined herein are being provided to Eligible Employee in exchange for the above waiver, release and covenant not to sue, and are in addition to that which Eligible Employee otherwise is or may be entitled under the Collective Bargaining Agreement, or federal, state or local law. The County and Eligible Employee acknowledge and agree that nothing in this Application and Agreement, including the waiver, release and covenant not to sue contained herein, is intended or shall be construed to deprive Eligible Employee of any compensation or benefits, including retirement-related benefits, or any portion thereof, or rights or claims thereto, to which Eligible Employee is or may be entitled under the Collective Bargaining Agreement, or federal, state or local law. The Eligible Employee acknowledges that the Eligible Employee has been advised by this Application and Agreement, in writing, to consult with an attorney before entering into the Program or signing this Application and Agreement.

5. Opportunity to Review. The Eligible Employee acknowledges that the County has given him a minimum of 45 days to consider this Application and Agreement; that he has had sufficient time to decide whether to execute this Application and Agreement, including the notice of resignation and any waiver, release of claims or covenant not to sue contained herein; that he has read this Application and Agreement and understands its terms and significance; and that he executes this Application and Agreement voluntarily and with full knowledge of its effect, having carefully read and considered all terms of the Agreement and, if he has chosen to consult with an attorney, having had all terms and their significance fully explained to him by his attorney.

6. Revocation and Cancellation of Agreement. Eligible Employee may revoke this Application and Agreement, including the notice of resignation and any waiver, release of claims or covenant not to sue contained herein, at any time within seven (7) days following the execution of the Application and Agreement. Eligible Employee understands that if he revokes this Application and Agreement, the Application and Agreement will be voided in its entirety, and he will not be entitled to any of the consideration provided for herein. Eligible Employee and County acknowledge that this Application and Agreement shall not become effective or enforceable until the seven-day revocation period described herein has expired.

7. Gender. As used in this Application and Agreement, the masculine,

feminine and neuter gender shall each be deemed to include the others whenever the context so dictates.

Eligible Employee

STATE OF NEBRASKA)
) ss
COUNTY OF LANCASTER)

On this day of _____, 2006, I, _____
being first duly sworn upon oath depose and state that I am the Eligible Employee identified
above and that I have read the foregoing Temporary Retirement Buyout Program Application and
Agreement, know the contents thereof, signed the same as my voluntary act and deed and submit
this Application and Agreement for acceptance by the County.

Eligible Employee

Subscribed and sworn to before me this __ __ day of _____,
2006.

Notary Public

ACCEPTANCE

Upon the action of the County on the _____ day of _____, 2006, approving and ratifying the foregoing Application and Agreement, and the acceptance of the resignation of the Eligible Employee identified above, the above Temporary Retirement Buyout Program Application and Agreement is hereby deemed to have been accepted and approved by the Eligible Employee and the County of Lancaster and shall be carried into effect by the County of Lancaster.

Dated this _____ day of _____, 2006.

COUNTY OF LANCASTER,
NEBRASKA

BY: _____

COUNTY COMMISSIONERS

BY: _____
TERRY WAGNER
Lancaster County Sheriff

BY: _____
DON TAUTE
Personnel Director

APPROVED AS TO FORM THIS
_____ day of _____, 2006.

for GARY E. LACEY
Lancaster County Attorney